

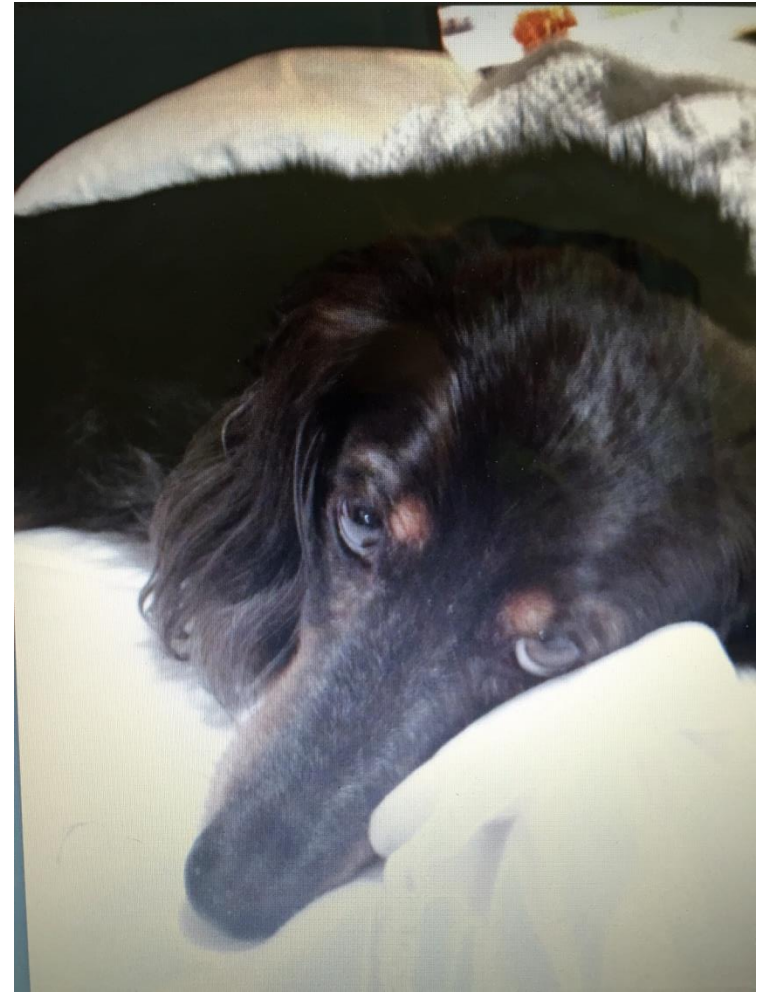
A Silent Disability

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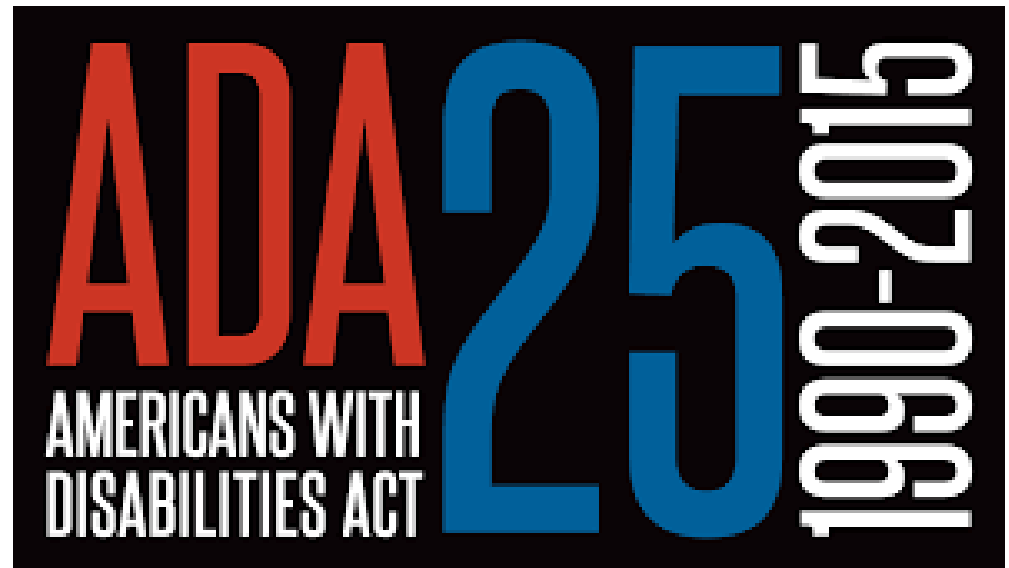


Americans With Disabilities Act (ADA)

- The Americans with Disabilities Act of 1990 (ADA) makes it unlawful for employers with 15 or more employees to discriminate against a qualified individual with a disability.
- To be protected under the ADA, an individual must have a substantial impairment. A substantial impairment is one that significantly limits or restricts a major life activity.

Americans With Disabilities Act (ADA)

- The ADA makes it illegal to discriminate in any employment practice, including:
 - Benefits
 - Firing
 - Hiring
 - Job assignments
 - Layoff
 - Leave
 - Pay
 - Promotion
 - Recruitment
 - Training



**national Trends In Disability Employment:
Comparison of People With and Without Disabilities**
(August 2015 and August 2016)



Recent
Trends

* PWD – People with disabilities; PWOD – People without disabilities
Source: Kessler Foundation/University of New Hampshire Institute on Disability

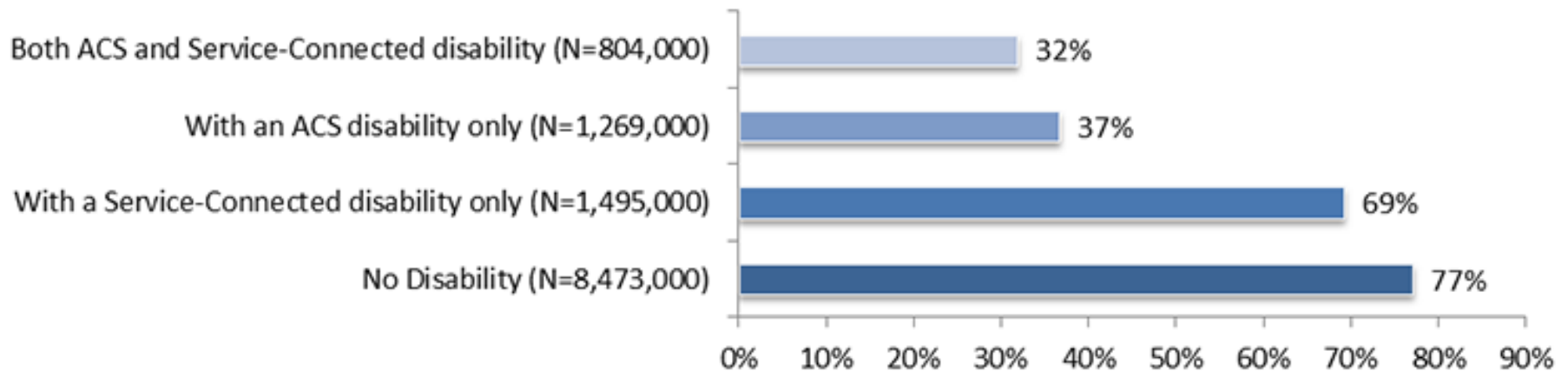
Disabled Veterans and Employment

- Two categories for disabled veterans:
 - **ACS disability:** A difficulty with one or more of the following: hearing, vision, cognitive, ambulatory, self-care and independent living. This may or may not have been acquired during service.
 - **Service-connected (SC) disability:** A disease or injury determined to have occurred during military service. The Veterans' Administration assigns a disability rating as a percentage from 0% -100% disabled.

Disabled Veterans and Employment

- One third of 12 million veterans ages 21-64 report having a disability.

Employment rate of civilian veterans by disability status (ages 21-64)



In·spire verb (in-`spīr)

(1): to encourage somebody to greater effort, enthusiasm, or creativity (2): to awaken a particular feeling in somebody

[Latin – inspirare “to breath”]